



Be in Community with 3CSN!

POWERFUL PROFESSIONAL LEARNING

As California Community Colleges are experiencing profound structural and systems changes, 3CSN is focused on building college capacity for transformation through building knowledge and building relationships. To do this work, 3CSN is continuing its focus on three inquiry areas: designing for inclusive collaboration, building student capacity to engage in transformation, and learning about learning. This inquiry guides 3CSN’s professional learning and will help us all weave together our efforts to create guided pathways, redesign math and English pathways, build equitable learning environments, and achieve the Vision for Success. Be in community with us this year at our regional summits, institutes, and sustained “deeper dives.” End the year on a high note by assembling a team and joining us at our annual leadership institute, BSILI: Leadership for Curricular and Institutional Transformation.



Fall 2019

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3CSN’s Theory of Change:

If we provide training on networking and use action research methodologies, community college professionals will transform their environments and identities to create communities of practice that will produce powerful learning and working across campuses.

This will lead to greater student success.

WORDS

from our Executive Director



For eleven years, I have had the great privilege of leading the California Community Colleges' Success Network (3CSN). Working under the auspices of the CCC Chancellor's Office, 3CSN is dedicated to supporting educators across the state as they learn, pilot, evaluate, share, and scale high impact practices for effective instruction and student services. And, as we enter the last year of this decade, our Network is even more excited to support colleges during what is an unprecedented time of systems change, as we all work to address historical structural barriers and realign resources to maximize the probability of student success.

The California community college system has always been uniquely positioned to positively transform lives and communities. However, our colleges have historically fallen short of achieving their educational and social justice missions. The need for system-wide professional development is clear; while we pride ourselves on accepting "the top 100%" of students, few of the nearly 100,000 faculty, administrators, and staff in

the CCC system have received any type of sustained (and sustaining) preparation or training to address the differential needs of our diverse students at the classroom, program, or institutional levels (Kozeracki, 2005).

This is why, now, more than ever, we look forward to continuing our mission of facilitating deep learning about colleges and systems thinking through the network activities this newsletter describes. 3CSN's core events and ongoing deeper dives into the intentional practices and processes that ensure student learning allow us to marshal the collective intelligence of the broad network of faculty, staff, administrators, and students who are in community with us across the state. For those of you who have yet to connect with us, or who haven't for a while, we invite you to join us—to be *intentional*, be *learners*, be *inspired*, be in *community* with 3CSN.

WEAVING COMMUNITY

from the Mountain to the Sea

3CSN is a practitioner-driven organization that provides dynamic, robust, equity-minded professional learning to the entire California community college system. By weaving together research-based learning frameworks such as Appreciative Inquiry and Network Theory, 3CSN uniquely supports individual educators and entire institutions in the enterprise of building transformational and equitable success for all students. 3CSN's holistic approach rests on several premises: learning begins with tending to the identity and lived experience of each individual learner; knowledge is socially-constructed; and learning is a dynamic, iterative process. Therefore, since one never "arrives" as a learner, the work of 3CSN is designed around ongoing inquiry, application, and reflection within a Community of Practice (CoP).

3CSN aims to build knowledge and networks around three fundamental inquiry questions that are at the base of all institutional transformation:

1. What do we know about how learning works and how can we redesign our institutions to better support learning?
2. How can all stakeholders, especially students, better understand how our systems work and participate equitably in our transformation work?
3. As we transform, how do we design for inclusive collaboration and genuine integration across our institution(s)?

There are lots of ways to be in community with 3CSN. All educators, including faculty, classified professionals, administrators, peer educators, and students, can participate in a one or two-day event, engage with a learning community around a specific area of interest, or participate in a year-long leadership community of practice. While educators can join the network at any point and at any time, the network is organized around a year-long cycle that starts with a summer leadership retreat in the mountains of Lake Arrowhead, is followed by a series of events and learning communities, and ends at a spring leadership conference at the beaches of Ventura. **This annual journey “from the mountain to the sea” lays the groundwork on which sustained, relevant, equity-minded professional learning is built by and for educators across California.**

Annual Journey from the Mountain to the Sea

The foundational event of 3CSN is BSILI, a week-long leadership institute held each summer at Lake Arrowhead. At BSILI, an annual cohort of cross-functional campus teams comprised of faculty, staff, administrators, and students learn in community by inquiring together and practicing various knowledge-building tools that help them prototype and integrate student success initiatives back on their campus. Participants also learn how to share and leverage their learning and expertise with colleagues throughout the state. The cohort then participates in a year-long community of practice, attending and hosting 3CSN events as they implement their own student success initiative. After a year of participation in the BSILI Community of Practice, **BSILI teams co-facilitate a culminating event known as “LINKS,” a spring leadership conference on the beaches of Ventura.** At LINKS, educators across the state are invited to explore what it means to lead institutional transformation for equity and success. There, BSILI teams share their successes, setbacks, wisdom, and future learning goals with other BSILI teams, educators, and students in the CCC system.

Be in Community with 3CSN: Core Events and Learning Communities

Grounding these events from the mountain (BSILI) to the sea (LINKS) is a wide range of learning opportunities throughout the year, including short “core events” and ongoing learning communities. Core events are one-day or two-day convenings that explore a single topic of interest, such as community building, equity, learning assistance, and learning and literacy. These events include the Regional Sharing Events, the Equity Institute, the Strengthening Student Success Conference, the Reading Apprenticeship Conference, the Supplemental Instruction Conference, and Tutor Expo. These events are held in various locations across California and serve as anchors for participants of the BSILI CoP, opportunities for educators across the state to re-engage with 3CSN, and points of entry for those who are new to the network. Educators who are interested in engaging in more robust, ongoing inquiry are also welcome to join one of 3CSN’s deep-dive learning CoPs. These communities of practice are organized around areas of interest such as facilitation, literacy, and equity. These include the Facilitator Learning Community (FLC), Integrated Reading and Writing Community (IRW), online Equity 101 courses.

This issue will provide more details about each of these events and learning communities.

Whether you join us for an online learning community, a one-day event, or a year-long institute, we encourage you to be in community with 3CSN as we explore together how to grow equity and success for our students across California.



Leadership for Curricular & Institutional Transformation

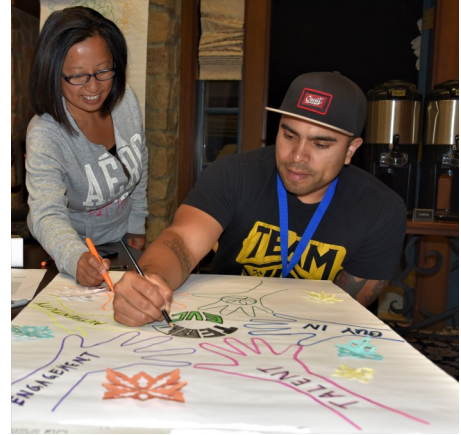


Be in community with 3CSN by joining our year-long BSILI community of practice, which kicks off each June with our annual leadership institute. BSILI is a week-long leadership institute that supports campuses in developing and planning for the professional learning that is needed for their campuses' initiative. This community of practice consists of teams across the state, each of which is focused on planning and facilitating their chosen student success initiatives and the professional learning needed to move those initiatives forward. These teams build Professional Learning Hubs (PL Hubs) at their campuses or across their districts that enable campus change and that extend the statewide network of support.

BSILI 2019 Campus Teams	FOCUS AREAS
CSU/CCC Collaborative	Design a plan for faculty development aimed at redesigning general education curriculum to include civic engagement with a transfer model between CSU and CCC.
El Camino College	Create a unifying, research-based framework for learning assistance across campus with an emphasis on building stronger relationships among tutors, faculty, and program directors.
Evergreen College (all administrator team)	Build relationships and capacity amongst the leadership on campus to integrate academic affairs and student services in the design and implementation of AB705 and Guided Pathways.
Feather River College	Design professional learning to address the needs of faculty, staff, and students for Guided Pathways, AB705, and the new Student Centered Funding Formula by building relationships with other colleges and colleagues creating institutional change.
LACCD Guided Pathways Team	Support the nine district colleges in their design and implementation of guided pathways through collaboration and consensus-building.
Mission College	Create an Equity Based First Year Experience that will be the cornerstone for the college's Guided Pathways.
Moorpark College	Build professional learning for educators in the Teaching and Learning Center and the English department to better support students who are taking the co-requisite course for transfer level English under AB705.
San Diego Mesa College	Create a well-designed model for their Classified Professional Institute that can be replicated in their district and region to support more impactful professional learning, team building, and relationship building.
San Jose City College	Integrate the efforts of the Guided Pathways leadership team and the AB705 committee to better align their efforts and begin creating maps, meta majors, and pathways for students.
UCLA Aspire	Increase diversity in SoCal regional college faculty by building relationships and knowledge with CCC & integrating with professional learning to better prepare potential future faculty, especially from underrepresented groups.
West Los Angeles College	Integrate the professional learning hub they created under the BSSOT grant to include staff, faculty, and students.

These PL Hubs **facilitate professional learning** events that support their campus student success initiatives. The PL Hubs also host regional professional learning events to support the Chancellor's Vision for Success 2022. This PL Hubs have sponsored over **150 events** since 2012 with over **3,500 educators** in attendance.

At BSILI 2019, a major focus for campus teams was implementing Guided Pathways, College Promise, and AB705, and integrating those implementation efforts into existing student success efforts. **There were 11 BSILI teams with 49 participants.** The teams' areas of inquiry were grouped into three categories: 1) Learning about learning; 2) Designing for inclusive collaboration, and 3) Increasing student participation.



Participants engaged in learning experiences designed to make sense of the multiple initiatives our state is working on right now, and to see these efforts as integral opportunities to support student equity. Participants were immersed in appreciative inquiry and supported to create a theory of change, a logic model, persuasive messaging, and an evaluation plan around involving colleagues in professional learning to support student success. A reflection from one BSILI 2018 participant articulates this change process perfectly:

[Before BSILI] I wanted to learn how to convince my resistant colleagues to support AB705 as an opportunity for equity and transformation. I wanted to help them develop the skills necessary to be more empowering and equitable teachers. I am leaving with much greater value than that—I have a vision for more lasting transformation through inquiry-based professional learning that appreciates my colleagues as scholars and learners. I see my role as a facilitator of a network, a community builder, not an agenda-pusher or a knowledge-giver.

BSILI colleges were then invited to become their own professional learning hubs on their campuses, thus growing the capacity of 3CSN's network as they focus on scaling up practices that are centered on AB 705, equity, AB 19, Guided Pathways, first year experience initiatives, math and English acceleration, and institutionalizing professional learning. These hubs work with 3CSN coordinators to envision and plan professional learning events to support their student success initiatives, and then host regional events to support professional learning for neighboring colleges aligned with each regions' needs. To support these BSILI PL Hubs, 3CSN provides ongoing, meaningful, coherent support, including:

- Participation in the Facilitator Learning Community (FLC) for sustained learning about how to facilitate learning and change (selected BSILI team members and coordinators)
- Follow up conference calls with coordinators
- Collaboration as BSILI campuses host 3CSN regional events across the state
- Structured follow up learning events, including a BSILI Post-Conference session during the Strengthening Student Success Conference in October 2018, 3CSN Core Events, BSILI Sharing Event in January 2019, and LINKS 2019



WORDS

from a few of this year's **BSIL**Iers

TRINIDAD “TJ” SANCHEZ, STUDENT, MISSION COLLEGE

Going into college as a first-generation student from a low-income background, higher education can be scary and confusing. After graduating from high school, I attended college with no friends or family to help navigate me through the higher education system. The friends that I did have in my social circle also had no connections to anyone who knew how to navigate their way through the higher education system as well. As a result of being unaware of my resources I dropped out of college and pursued work as a maintenance technician. However, in time I came to realize how important my education was and returned to school but to another campus, Mission College.



I was first introduced to 3CSN when Eden Campos, student participant from BSILI 2018, informed students at a student staff training about the opportunity to participate in equity work with 3CSN. After hearing about the opportunity, I asked her for more information about the work she performed with 3CSN. She then connected me with the 3CSN Team here at Mission College. Soon after I attended LINKS and then participated in BSILI 2019.

Being involved with 3CSN has helped me understand the importance of networking and building a sense of community at the Mission College Campus. With the help from co-workers, faculty, staff, and 3CSN Coordinators, I have learned how to effectively assist students in navigating through the higher education system by creating personal connections with them and meeting each student at his/her individual needs by directing them to different resources that are available. I have been able to create a GSA Club on campus with other fellow student leaders. I noticed that we did not have a LGBTQ+ club on campus, so I took the opportunity to collaborate with student leaders, allies and advisors in order to bring this to the Mission College community.

My hopes and aspirations are to assist students by creating personal connections and creating a sense of community on campus by making students aware of their resources. **By making these personal connections, we can work to build a community of students who can collaborate and give feedback on what we can do as an institution and as students to support student success.**

TRACY TENNENHOUSE, WRITING CENTER CO-DIRECTOR, MOORPARK COLLEGE

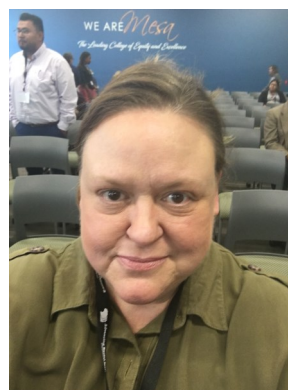
Grow Your Mind: It's on the pencils, pens, posters, and t-shirts at the Moorpark College Teaching and Learning Center. Why? Because my colleague, Beth Gillis-Smith and I (co-directors of our writing center) have attended many 3CSN events over the years! Our tutor training is infused with Growth Mindset and Habits of Mind, our Faculty Inquiry Group reads pedagogy about these and other best practices--all because 3CSN exposed us to these ideas. As we facilitate transformation at our college (AB 705, Guided Pathways, Vision for Success, etc.), **these principles inspire the deep learning and flexibility necessary to grow with institutional changes.**



At the BSILI we attended in June, our inspired Moorpark College group (Beth Gillis-Smith, Katie Booth, and I) created our aspirational metaphor as the mighty Sequoia Tree--resilient and strong yet able to grow and bend. **We are excited to grow and bend in the coming year, with 3CSNs guidance.** In fact, as BSILI 2019 members, we continue to follow-up and follow through all year on the work we started during the conference. We are supporting AB 705 with bridges, weekly workshops, a regional PL event, exploration of our "Why," faculty inquiry groups, and curricular change--all filled with a growth and community-focused approach to learning. I appreciate that **3CSN uses data-driven research and creative approaches to student (and faculty!) learning along with a trust and respect for the people on the ground.** I also appreciate that **the work 3CSN does isn't quick or gimmicky but rather it is long-term and far-visioned.** 3CSN adheres to the notion that **it is okay to fail as long as we keep growing, persisting, and moving in the right direction--just like the mighty Sequoia.**

TRINA LARSON, ASSISTANT TO VICE PRESIDENT OF STUDENT SERVICES AND CO-CHAIR, CLASSIFIED EQUITY TASKFORCE, SAN DIEGO MESA COLLEGE

I joined the 3CSN community unwittingly when other participants brought back to Mesa College what they had learned at BSILI: **principles and practices for transformative change.** I was the classified senate president and part of a taskforce envisioning the role of classified professionals as equity practitioners and change agents. Our taskforce worked to frame this vision philosophically and practically and communicate it to multiple audiences. As we walked through these unknowns, BSILI leader and alum Mark Manasse was touring the campus with his much-celebrated MT2C (tutoring) roadshow. He would begin his presentations by asking audiences to voice the tutor mantra: **"We are educational professionals."** For some members of the audience this was a given; for others – classified and hourlies – **this was a path to inclusion and a recognition of the roles we, in fact, play with students and each other.**



This transformational thinking, the theory of change and logic model Mark presented, and the opportunity for mentoring encouraged me and a small team of classified professionals - Anda McComb and Eva Parrill - and Professional Learning Coordinator Janue Johnson, to dig into BSILI in June. Our aim has been to build an equity-informed classified academy, and the work begun in Lake Arrowhead continues now. **Our productive struggle brings our team and coaches closer to each other, and as we tour the campus on our own roadshow, it brings us closer to our campus community.**

For me, **the most impactful part about being in community with 3CSN is having a trusted, loving team to guide, follow, and lead us through work that's real and uncertain – to support us in this vulnerability.** This year, we continue working closely with our coaches to bring our own version of BSILI to classified at Mesa, creating a transformation team that will then develop our classified academy. Anda and Janue will participate in the Facilitator Learning Community, we'll attend regional workshops, and we'll present our work, **helping us to stay grounded, pushing us to do new and uncomfortable things, and weaving our work with that of our larger California community.**

We can see in our work the tangible result of what was once someone's dream. Our work incorporates that vision and dreams a little more. We are excited to meet up with that tangible result in the world.

**READY TO BSILI? GET A TEAM TOGETHER AND
JOIN US ON THE MOUNTAIN JUNE 14-19, 2020**

**FOR MORE INFORMATION AND TO REQUEST AN APPLICATION,
EMAIL DEBORAH HARRINGTON AT DEBORAH@3CSN.ORG**

Facilitator Learning Community (FLC)

At BSILI, we make the case that transformation depends on intentional and effective Facilitation of learning environments from classrooms to committee meetings and in the many spaces in between. We developed the Facilitator Learning Community (FLC), an intensive, year-long program, to help BSILI 2018 colleges plan and facilitate the professional learning (PL) experiences they need to help their campuses design and implement their change initiatives. FLC participants hone their facilitation skills within a supportive community of colleagues as we all continue to learn together how to design and facilitate learning and networking with colleagues.



Each FLC team is comprised of a current BSILI team member and a colleague from their campus. Together, in community and through praxis, they learn to: a) Utilize backward design process to plan networking and learning experiences; b) Apply research and scholarship about how people learn to the professional learning (PL) design; c) Study effective strategies for implementing PL experiences in ways that are inclusive of all stakeholders from across campuses, including students; and d) Develop mechanisms for continuous reflection and improvement (praxis) FLC participants drilled deeper into 3CSN's main inquiry areas.

“Amazing network/relationships/support/team between us - we have...shared language, values and skills - I feel like I can and will draw upon this FLC team of colleagues for the rest of my career” - FLC 2018-19 Participant

As 3CSN delves deeper into facilitation practices, we aspire for FLC participants to explore the following questions:

- How do you plan to actively engage participants in the co-construction of knowledge? How do you build in attention to relationship building?
- How do you build in attention to prior knowledge and experience?
- How do you plan to engage participants in metacognitive reflection?
- How do you incorporate/address issues of diversity/equity/inclusion within the group?
- How do you capture learning and make that learning visible to the participants, you, as the facilitator, and outside funders/administrators/stakeholders?
- How do we move from discussion to action?

Be Engaged

Regional Summits



**JOIN US AT A
SPRING 2020
REGIONAL
SUMMIT NEAR YOU!**

3/06/20 Far North –
Feather River College

3/06/20 NorCal –
Mission College

3/06/20 San Diego/
Imperial Valley –
San Diego Mesa Col-
lege

3/06/20 Central Valley –
Madera Community
College Center

3/13/20 Orange County/
Inland Empire—
Mt. San Jacinto
College

3/13/20 Los Angeles –
Los Angeles Valley
College

3CSN's Regional Summits, held in fall and spring, offer participants across the state the opportunity to be in community and meaningfully learn together around our three inquiry areas.

In 2018-19, the **Fall Regional Summits “Empowering Inclusive Learning”** and **Spring Regional Summits “Students are Educators; Educators are Students”** served **over 200** participants across the state from the Far North to the San Diego Imperial Valley region.

In fall, our “Empowering Inclusive Learning” summits focused on 3CSN's three inquiry areas— engaging student participation and perspective, designing for inclusive collaboration, and learning about learning— with a focus on inclusive collaboration. Participants engaged in meaningful play, shared reading and discussion, and created action plans for change the following months.

In our spring “Students are Educators; Educators are Students” summits, the focus was on meaningfully involving students in our change initiatives. After an initial brain stretching activity that involved “making sense of things,” which in turn led to a discussion of metamajors and approaches to initiatives such as Guided Pathways and AB705, participants engaged with text sets and case studies and then created team inventories and action plans.

Students shared that they felt comfortable fully engaging in the discussion as well as asking tough questions about next steps. They shared their thoughts about power dynamics in the classroom and on campus that provided participants with new insights into how to nurture students' sense of agency in their education as well as the importance of deeply listening to their thoughts and needs. Students expressed that they felt included and appreciated and how that helped them feel more confident to engage with challenging material.

This fall, 3CSN held six regional summits, “Weaving Community for Transformation,” across the state from Feather River (Far North) to San Diego Mesa College (San Diego/Imperial Valley region).

**We are excited to return to the same campuses in the spring for another round of powerful professional learning.
We hope you will join us!**



Be the Change

NorCal & SoCal Equity Institutes

**GET READY FOR
EQUITY
INSTITUTE 2.0**

**COMING THIS
FALL
TO NORTHERN &
SOUTHERN
CALIFORNIA!**

**BRING A TEAM OF
FACULTY, STAFF,
AND STUDENTS**

**SoCal:
October 18-19, 2019
at Santa Ana College**

**NorCal:
November 1-2, 2019
at San Jose City College**



In 2018-19, The Third Annual SoCal and NorCal Equity Institutes, “Building Equity-Mindedness to Support the Vision for Success,” held at Grossmont College October 19-20, 2018, and Sacramento City College November 2-3, 2018, served nearly 200 participants across the state. We were thrilled that many students meaningfully shared in this powerful professional learning.

SOCAL EQUITY INSTITUTE

Our 2018 SoCal Equity Institute, held at Grossmont College, began with opening remarks from Grossmont College President Nabil Abu-Ghazaleh and Jessica Cristo, Network Director for 3CSN. Participants then shared their personal learning histories and engaged with a text set historicizing English and math remediation. 3CSN coordinators provided an overview of the Vision for Success and an overview of communities of color cultural wealth (Tara Yosso) and created an equity rubric that was then applied to artifacts (syllabus, website, meeting agenda, etc.) for the remainder of the day.

Day 2 began with a morning inquiry discussion surrounding how to equitize the workplace and engage in productive discussions. Next up was an impactful spotlight presentation, “Equity at the Center: Creating a Culture that Connects Us to The Work and to Each Other,” by Grossmont College. Presenters noted that classified staff, due to the nature of their role, often don’t have the opportunity to participate in these important discussions.

Participants then engaged in a peer review of their artifacts and completed shared reading and discussion of Tyrone Howard’s “**Why Black Lives (And Minds) Matter: Race, Freedom Schools & The Quest for Educational Equity.**” They then continued with a peer review activity keeping the “Coaching with Kindness” guidelines in mind. The final activity of the day was creating an action plan.

NORCAL EQUITY INSTITUTE

Our 2018 NorCal Equity Institute, held at Sacramento City College on November 2nd and 3rd, began with opening remarks from Sacramento City College’s Norman Lorenz (Coordinator, Staff Resource Center for Professional Development and Education, IEPI/Guided Pathways Tri-Chair Lead, Culture of Equity) and President Michael Gutierrez followed by 3CSN coordinator Nika Hogan. After completing the personal learning histories, participants were treated to a spotlight presentation by BSILers Sarah Sullivan and Marina Broeder focused on the Equity Framework at Mission College. This provided a wonderful segue into a discussion of cultural capital as well as the final activity of the day, developing a shared equity rubric, led by 3CSN coordinator Jordan Giannoni Harless. By the end of the day, participants were well-prepared for the meaningful work coming up on Day 2.

The next morning began with powerful remarks from Molly Spring, Dean of Equity and Student Success, followed by the Host College Spotlight: **Teachers 4 Equity (T4E)**, in which Sacramento City College faculty discussed their wonderful program and showcased faculty work. After a brief break, everyone participated in a peer review of the artifacts they brought with them using the equity rubric we developed together the previous day. The institute concluded with shared reading and discussion of a text from J. Luke Wood’s Black Minds Matter course as well as final synthesis and reflection.

2019 EQUITY INSTITUTE 2.0

In its 11 year history, 3CSN has always striven to engage practitioners across the state in powerful professional learning that invites inquiry, relationship building, and critical reflection and action to build equitable learning environments for our students. Today, California Community Colleges are experiencing profound systemic change in the name of equity. The Vision for Success is a call and invitation to renew our collective focus across the state to finally end gaps in equity and achievement. This renewed focus has placed the goal of equity firmly at the center of our efforts to transform our colleges, and achieving equity is the impetus for the guided pathways colleges are currently developing.

With all the talk of equity, has the term itself become a floating signifier, the meaning for which shifts and alters as contexts change? How is it that the term “equity” is showing up everywhere on our campuses, and yet it still remains elusive? Have we transformed the term “equity” into a static word that everybody claims to relate to, while stripping the word of its call for action and social justice? What would it look like to redesign our college systems into equitable and socially just ecosystems? How do we tell the true story of inequity on



our campuses and across the state? How do we embody equity as a call to action?

Join us at Equity Institute 2.0, "Finding Our Way to Equity: Facilitating Embodied Action for Social Justice," to help us to re-vision what comes next in our professional learning. Push past complacency into an avocation of engaging, embodying, and enacting the revolutionary call for equitable learning environments, democratic engagement, and social justice through education, which is the heart of the Vision for Success.

Be Supported

SI Conference & Tutor Expo



**JOIN US FOR THE
4TH ANNUAL
SI CONFERENCE
AND 2020 TUTOR
EXPOS**

**BRING A TEAM
WITH PEER
EDUCATORS**

**FIND OUT HOW
TO SUBMIT A
PROPOSAL AT
ASK@3CSN.ORG**

**SI Conference:
November 15-16,
2019
at Mt. San Jacinto
College**

**NorCal Tutor Ex-
po: March 20-21,
2020**

**SoCal Tutor Expo:
March 27-28,
2020**

SI CONFERENCE

Now in its fourth year, the annual SI Conference, which began as a grassroots effort by Inland Empire colleges and universities that support their students with the Supplemental Instruction program, served **over 200** learning assistance professionals across the state in 2018.

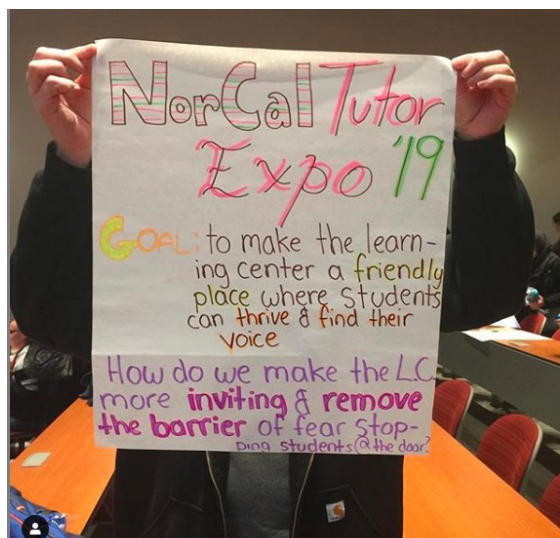
This conference aims to share knowledge and information between Supplemental Instruction, embedded tutors, tutors, supporting staff, faculty, and administration to promote the collective success of learning assistance programs and the wonderful stories from the students who benefit from this assistance.

In addition to featuring successful practices, strategies, research, posters, and awards, the conference also offers a profound sense of community. This has never been felt more strongly than last year when, during the Camp Fire, the most destructive wildfire in California history, and the Woolsey Fire which raged in the San Fernando Valley and Ventura County, learning assistance professionals from Pierce College and Butte College made the journey to be in community with 3CSN and their colleagues at the conference. Not only did they attend, but Lindsey Lazo and Crystal Kiekel presented the keynote address and the Butte College team presented in a breakout session wearing amazing shirts they designed boldly proclaiming that they are “Butte Strong”! They noted that they wanted to be ready for their students when school re-opened. We are truly humbled and grateful to be in community with such amazing individuals.



TUTOR EXPO

In March and April of 2019, over **450 learning assistance professionals** from across California came together at Tutor Expo at Contra Costa College, Santa Barbara College, and San Diego City College to showcase the work of postsecondary tutors and coordinators/directors toward the goal of student success and the professionalization of postsecondary learning assistance. Tutors, embedded tutors, and SI Leaders, and other learning assistance professionals came together to strengthen knowledge and connections around peer learning. Student educators kicked off the events by facilitating panels and keynote addresses. Then, peer educators, faculty, staff, and administrators presented breakout sessions focusing on a wide range of topics, including Growth Mindset, Culturally Responsive Tutoring, AB 705, Guided Pathways, Appreciate Inquiry, and online tutoring. At the end of each day, college teams engaged in guided discussions to articulate what they learned, to generate future inquiry questions, and to create action plans for their campuses.



Along with other 3CSN events this year, this conference explored the 3CSN inquiry areas. Through these themes, colleges explored how the learning assistance domain is or can be connected to current statewide initiatives, including AB 705, Guided Pathways, and AB 19/College Promise.

At the end of each event, teams shared the meaning and connections that resonated with them. Through that sharing, a few themes emerged in terms of what principles and values resonated with participants. Those themes include:

- **Learning assistance is student-centered** – We meet students where they are, create connections and trust, and connect students to resources and strategies for independent learning
- **Learning assistance is peer-educator centered** – We value self-reflection, metacognition, self-care, ongoing and meaningful professional learning, and student empowerment and agency
- **Learning assistance is community centered** – We focus on creating opportunities for collaboration, collective knowledge, training, and advocacy

3CSN would also like to recognize the **winners of the Tutor of the Year and Coordinators of the Year!** These outstanding educators were nominated by their peers and selected to be recognized for their amazing contributions to the field:

Coordinator of the Year:

Eric Bullock – Chemistry Professor, Santa Barbara City College

Josue Verduzco – Learning Support Service Coordinator, Imperial Valley College

Tutor of the Year:

Lindsey Lazo – Social Science and Humanities Tutor Leader & Biology Tutor,

Los Angeles Pierce College

Andrea Sanchez – ESL Tutor, Palomar College

Be Transparent Reading Apprenticeship Conference



On May 3rd and 4th, 160 faculty, staff, students and administrators gathered joyfully at the **Fourth Annual Reading Apprenticeship Conference, “Literacy at the Heart of Institutional Change,”** a conference theme and title that stemmed from 3CSN’s hard work to organize professional learning op-

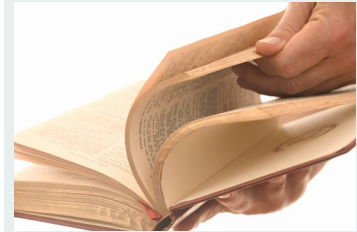
portunities in ways that best help educators to build coherence among those reform efforts, which are too often splintered into siloed or slivered fragments of work.

It is fitting that the Reading Apprenticeship conference was our final 3CSN core event of the 2018-2019 academic year, because it is based on a framework that has the capacity to interact with each of 3CSN’s inquiry areas. In its new publication *How People Learn II*, the National Academy of Sciences has explicitly identified disciplinary literacy apprenticeships as a key support for deep learning (NAS, 2018), and this is an insight that can be applied to any campus domain, from financial aid to physics. Considering our specialized literacies in professional learning communities has great potential to help educators build relationships across traditional divides, and can be the key to meaningful student involvement in our reform processes as well. Still, as robust and powerful as it is, the Reading Apprenticeship framework is not a recipe or a map. Just as our students need models and opportunities for guided practice to support their learning, we need to hear from each other about how we have put the framework to use in various contexts, and what we have learned.

We were excited this year to offer not only 90 minute workshop sessions from practitioners across disciplines and levels, but also 45-minute “spotlight” sessions that focused on particular instantiations of “literacy at the heart of institutional change.” The conference featured presenters from across the country as well as from the CSU and the CCCs.

We hope you will join us on May 1st and 2nd for our Fifth Annual Statewide Reading Apprenticeship Conference!

To learn more about the conference, visit our website at 3csn.org



**5TH ANNUAL
STATEWIDE
READING
APPRENTICESHIP
CONFERENCE**

**MAY 1-2, 2020
AT HOTEL IRVINE**

**COME READ AND
LEARN WITH US**

**SUBMIT A
PROPOSAL**

BRING A TEAM

Be Transparent

2019-2020 Online Workshop Series

3CSN is proud to invite California college and university educators to participate in sustained work to transform their learning environments using the Reading Apprenticeship framework as a focus.

WHY?

When educators work to make the invisible “insider” moves of their disciplines/ domains visible through intentionally designed lessons featuring metacognitive conversation, all students are better supported to participate and persist. If educators across disciplines, domains, and levels use a common framework to redesign their learning environments, more inclusive collaborations will be supported.

WHAT?

Participants will:

- Build a supportive community of practitioners focused on improving their practice
- Gain experience identifying and leveraging their own expertise reading the texts of their discipline/ domain, in order to better support students’ disciplinary reading and problem solving
- Plan, execute, and reflect on plans to engage students in metacognitive inquiry

HOW?

Sign up for one or more of the free webinars! The **Be Transparent** Webinar Series includes the following topics:

Design for Learning and Design for Equity with Reading Apprenticeship (Introductory Series)

Assignment Design: Transforming Learning Modules you Like into Modules You Love

Composition Classes: Integrated Reading and Writing Community of Practice Zooms

Student Services: *Getting Them There: Building Student Navigational Capital*

Supporting English Language Learners: *I have ELLs in my class and I’m not an ESL teacher. Now what?*

Learning Assistance (SI Leaders, Embedded Tutors, General Tutors). There are three webinars offered in this strand:

- *Metacognition and KWL for tutors and tutor training*
- *Using Think Alouds for Problem Solving in STEM*
- *Utilizing Personal Learner Histories in Tutor Training and Tutoring/SI Sessions*



Be intentional

Be learners

Be inspired

Be in community with 3CSN

To register, email us at ask@3csn.org

Be Sustained

Ongoing, Deeper Dives

3CSN invites you to join us as we delve deeper into collaborative inquiry through our new extended learning series. If you would like to join of these new communities of practice, please email us at ask@3csn.org.



FACULTY LEARNING PROGRAM (FLP)

The FLP offers part-time and full-time STEM faculty and learning assistance educators in our network the opportunity to participate free of charge in UC Berkeley's two-semester Transforming STEM Teaching Faculty Learning Program (FLP). There are currently 40 participants in 3CSN's 2019-20 FLP cohort representing 18 colleges; together, they are exploring active learning designs that will lead to greater student engagement and improvements in students' conversations and questions, while also helping faculty put this knowledge into immediate action. The goal of FLP is to improve student achievement in STEM undergraduate courses. After a two-day face-to-face workshop, participants complete an online course that includes synchronous Zoom meetings.

EQUITY 101 ONLINE

This seven-week course focuses on teaching and learning perspectives for equity and social justice. The course piloted in June with 28 participants representing 20 colleges and is currently in its second iteration with 61 participants representing 18 colleges. This is not a how-to-equity class; rather, it's a place for educators to inquire into effectively facilitating learning and success for diverse students, engage in praxis (reflection in action upon the world to transform it), and build a community of learners with the intent of achieving equity for our students.



INTEGRATED READING AND WRITING COMMUNITY (IRW)

The IRW supports educators from across campus to investigate the role of discipline and context-specific literacies in sustaining equitable learning environments. Over the course of fall and spring semester 67 faculty members, representing 18 community colleges and CSUs, met in person and online to address the questions: *How do we invite and apprentice students into the multiple literacy demands of the 21st century? How should we teach reading and writing in first-year composition classes? Is writing a subject of study, a practice, or both? How do we prepare students for the reading and writing demands they'll experience across disciplines? How do we engage faculty in on-going, collaborative inquiry to build our capacity to teach reading and writing?* This learning community invites faculty to learn theories and practices in the teaching of reading and writing, and it creates much-needed space for collaboration and dialogue.



Be Empowered

LINKS

**REGISTRATION IS
OPEN FOR LINKS
2020!**

**April 24-25, 2020 at
Crowne Plaza Hotel,
Ventura Beach**

**We can't wait to see
what BSILI 2019
will share at LINKS
2020! Get your
tickets now!**

From the Mountain to the Sea

LINKS is the culminating professional learning event for the 3CSN network each year. It provides BSILI teams the opportunity to share the knowledge they've built together since their week on the mountain at Lake Arrowhead and to engage in shared inquiry with other educators from across the state. The 2-day event is open to all and is held at the Crowne Plaza Hotel in Ventura, bringing the learning and leadership initiatives at BSILI campuses all the way from the mountain to the sea.

At last April's conference, *LINKS 2019: The Fierce Urgency of Now--From Inquiry to Action*, there was a palpable sense of community. BSILI participants had built a strong bond and were eager to share work and ideas with each other as well as colleagues statewide.

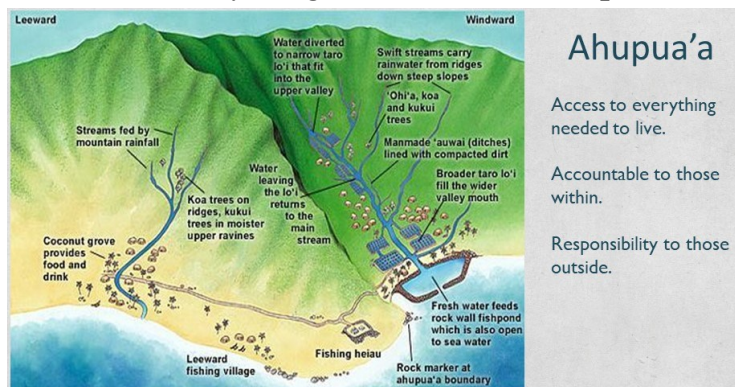
Day one started off with poetry readings by Deborah Harrington, Executive Director of 3CSN, and colleagues. This was followed by an Ahupua'a: Community Mapping exercise facilitated by Lauren Servais, 3CSN Coordinator and English Faculty at Santa Rosa Junior College, which was foreshadowing of things to come for the BSILI 2019 cohort. Participants surfaced personal and college metaphors, identified synergy and conflict between them, and reflected upon how the aware-

ness could help in moving forward more mindfully as members of college communities, ultimately constructing the ideal metaphor of campus community to work towards as we transform our communities.

After a brief break, Dr. Angelica Garcia, Vice President of Student Services at Skyline College, helped LINKS participants find our "sole mates" and gave an inspiring, moving, and motivating presentation entitled "El Poder de La Mujer Latina: Ser Educada." This was followed by our first round of amazing breakout sessions from our BSILI 2018 colleges.

Day 2 opened with a welcome and debrief by Deborah Harrington, followed by a presentation by Nika Hogan, 3CSN Coordinator and Associate Professor at Pasadena City College entitled, "**How do we put**

learning at the heart of institutional reform?" Participants were asked to write and share personal learning histories, generate metaphors for learning based on their experiences, engage with a text set, and work as groups to create aspirational metaphors for learning in relation to our college reform initiatives. This was followed by two rounds of breakout sessions by our BSILI 2018 teams.



Ahupua'a

Access to everything needed to live.

Accountable to those within.

Responsibility to those outside.

Be in Community with



2019-2020 Core Events

Be Engaged: Fall Regional Summits*

9/13/19	Far North – Feather River College
9/13/19	NorCal – Mission College
9/20/19	OC/Inland Empire – Mt. San Jacinto College
9/27/19	San Diego/Imperial Valley – San Diego Mesa College
10/04/19	Los Angeles – Los Angeles Valley College
10/04/19	Central Valley – Madera Community College Center

*All Regional Summits are from 8:30am-3:00pm

Be Engaged: Spring Regional Summits

3/06/20	Far North – Feather River College
3/06/20	NorCal – Mission College
3/06/20	San Diego/Imperial Valley – San Diego Mesa College
3/06/20	Central Valley – Madera Community College Center
3/13/20	Orange County/Inland Empire—Mt. San Jacinto College
3/13/20	Los Angeles – Los Angeles Valley College

*All Regional Summits are from 8:30am-3:00pm

Be Transformational: Leadership & Learning for Student Success

10/09/19	Strengthening Student Success Conference (SSSC) Reception. Hyatt Regency Hotel, Burlingame	5:30pm-7:00pm
10/11/19	Post Conference Session at SSSC: Supporting Academic Writing through Deeper Reading and Meta-cognitive Conversation	9:00am-2:00pm
10/11/19	Post Conference Session at SSSC: Critical Reflection for Praxis: Engaging in the Heart and Mind Work of Equity	9:00am-2:00pm
10/11/19	Post Conference Session at SSSC: Leadership 101: Building Capacity for Change Across our Institutions	9:00am-2:00pm

Be the Change: Equity Project- Building Equity-Mindedness to Support the Vision for Success*

10/18/19-10/19/19	SoCal Equity Institute – Santa Ana College
11/1/19-11/2/19	NorCal Equity Institute – San Jose City College

*All Equity Institutes are from 8:30am-5:00pm (day 1) and 8:30am-3:00pm (day 2)

Be Supported: Learning Assistance Project -Concurrent Support for Achieving the Vision for Success

11/15/19-11/16/19	Supplemental Instruction Conference – Mt. San Jacinto College	1:30pm-7:30pm, 8:30am-5:30pm
3/20/20-3/21/20	NorCal Tutor Expo	8:30am – 4:00pm, 8:30am – 1:00pm
3/27/20-3/28/20	SoCal Tutor Expo	8:30am– 4:00pm, 8:30am – 1:00pm

Be Empowered: LINKS 2020: 2-Day Leadership Conference*

4/24/20-4/25/20	Crowne Plaza Hotel- Ventura, CA	1:00pm-4:00pm, 8:30am-4:00pm
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Be Transparent: Reading Apprenticeship Project

5/1/20-5/2/20	5 th Annual Reading Apprenticeship Conference
Various	Reading Apprenticeship Inspired workshops for all educators! Online and face-to-face

For the most up-to-date information and to register for any of the events listed here, please visit: 3csn.org

Year in Review

3CSN 2018-19 Highlights

BUILDING KNOWLEDGE AND RELATIONSHIPS

- 3CSN reached all **114** of California's community colleges for the fourth year in a row.
- There were over **4,000** participants in the workshops and over **2,500** people participated in 3CSN conference presentations.
- **More than half of the participants** continue to be new to the 3CSN network.
- Provided **over 100 presentations** at conferences, workshops, and events across the state & country.
- 3CSN continues to support IEPI's Partnership Resource Teams (PRTs) by providing Appreciative Inquiry since its inception.

BUILDING COMMUNITIES OF LEARNERS

- 3CSN began the Facilitator Learning Community (FLC) a year-long community to support BSILI colleges to plan and facilitate the professional learning experiences on their campuses, to date there **are over 40 participants representing over 20 community colleges**.
- 3CSN created the Integrated Reading and Writing (IRW) an online course and community that delves deeper into the Reading Apprenticeship framework with community college and CSU practitioners across disciplines; there were **67 participants in IRW representing 19 community colleges and three CSU colleges**.
- 3CSN created a **new equity online course, Equity 101**, which piloted in the summer and began with a full class in September 2019 with over **20 participants**.
- 3CSN created the Integrated Reading and Writing (IRW) an online course and community that delves deeper into the Reading Apprenticeship framework with community college and CSU practitioners across disciplines; there were **67 participants in IRW representing 19 community colleges and three CSU colleges**.

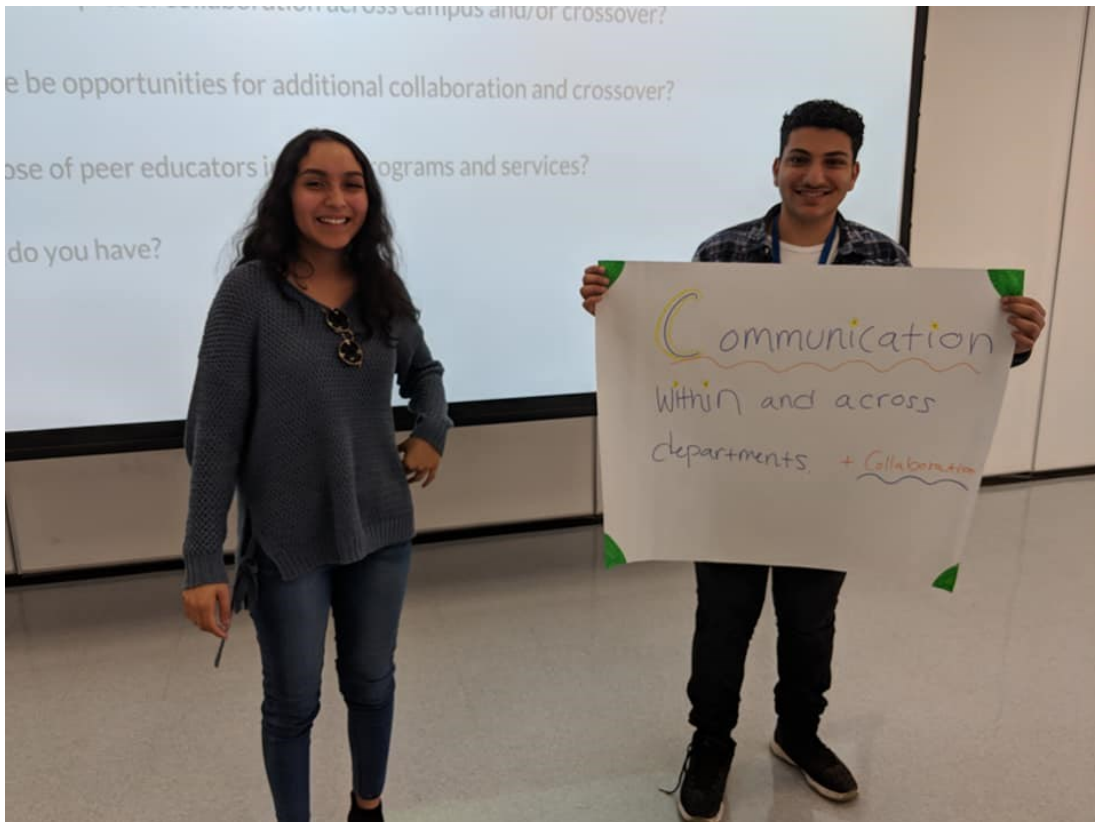


Year in Review

3CSN 2018-19 Highlights

BUILDING CONNECTION THROUGH 3CSN CORE EVENTS

- The 4th Annual Reading Apprenticeship Project (RAP) Conference had over 100 participants representing 43 different community colleges.
- The Learning Assistance Project (LAP) **served over 400 faculty, staff and students through its regional convenings and Tutor Expos from 53 different community colleges.**
- The Equity Institute **brought over 350 people from 30 different community colleges.**
- LINKS (Learning in Networks for Knowledge Sharing) was facilitated by BSILI 2018 colleges and the faculty and staff who participated in the FLC
- The 3rd Annual Supplemental Instruction (SI) Conference reached over **200 participants, representing 23 community colleges and 8 CSU colleges**
- 3CSN's Growth Mindset for Guided Pathways series served over 100 faculty and staff and will continue the series across the state in 2019-2020



Meet our **3CSN** Coordinators



Coordinator	Connect
Diana Bonilla Hein	diana@3csn.org
Nicole Bryant Lescher	nicole@3csn.org
Jan Connal	jan@3csn.org
Kim Costino	kimc@3csn.org
Jessica Cristo	jessica@3csn.org
Jordan Giannoni Harless	jordan@3csn.org
Deborah Harrington	deborah@3csn.org
Nika Hogan	nika@3csn.org
Rachel Ketai	rachel@3csn.org
Crystal Kiekel	crystal@3csn.org
Kelan Koning	kelan@3csn.org
Emily Magruder	emily@3csn.org
Rebecca Moon-Stone	rebecca@3csn.org
Vanson Nguyen	vanson@3csn.org
Miguel Powers	miguel@3csn.org
Roy Ramon	roy@3csn.org
Lauren Servais	lauren@3csn.org
Sarah Sullivan	sarah@3csn.org
Betina Vallin	betina@3csn.org
Devon Werble	devon@3csn.org
Joanna Zimring Towne	joanna@3csn.org

Our Journey So Far...

Learning Network	Total # of Participants	Total # of Colleges (Unduplicated)
BSILI - Annual, week-long Summer Leadership Institute & year-long community of practice	509+	92
LINKS - Cohesive workshops focused on student completion	2,100+	107+
BSI Coordinator's Convenings - Focused on action plans, data, and evaluation	898+	100+
RA CoP - Reading Apprenticeship community of practice	3,766+	114+
HoM CoP - Habits of Mind community of practice	2,408+	114+
LAP CoP - Learning Assistance Project	2,756+	114+
Equity Project -focused on system, college, and classroom equitable practices	1,572+	70+
Threshold Project – intersegmental community of practice	706+	49+
Regional Learning Networks & Events	15,472+	114+
Topical & Extended Professional Learning Activities	17,923+	114+



Join Our Mission
That's over 51,000 educators in the
3CSN network...
and there's always room for more....

Thoughts, Connections, Inquiries

